

CITY OF MESA
HUMAN RELATIONS ADVISORY BOARD (HRAB)
Ad Hoc Issue Research and Action Team (IRA)
October 17, 2013 Minutes

The Issue Research and Action Team of the City of Mesa met on October 17th, 2013,
at 5:30pm at the Mesa City Plaza, 20 E. Main St. Ste. 250.

MEMBERS PRESENT

Cliff Moon, Chair
Denise Heap
Frank Johnson

MEMBERS ABSENT

STAFF PRESENT

Ruth Giese

GUESTS

1. Call to Order.

Mr. Moon called the meeting to order at 5:40pm.

2. Items from citizens present.

There were no citizens who requested to speak to IRA.

3. Approval of minutes from the August 8th, 2013 IRA meeting.

A motion was made by Ms. Heap to approve the August 8th, 2013 minutes and Mr. Johnson seconded. The motion carried unanimously.

4. Hear, discuss, and take action on the collaboration with Morrison Institute on the community survey.

Ms. Giese informed that staff is currently going through the appropriate process to set up the contract with Morrison Institute, which should be completed in approximately thirty days. Once the contract is formalized, then representatives from Morrison Institute will begin drafting the survey and return back to IRA for discussion. Ms. Heap stated that they will continue working on obtaining individual contacts for the separate surveys for the LGBT and Disabled communities. Ms. Giese stated that if obtaining such information becomes challenging, Morrison Institute has recommended doing 600 communitywide random surveys rather than 400 with the two specialized subpopulations. In fact, there will be more representation from all areas of interest by increasing the random survey target above the stated threshold.

5. Discuss and take action on the Mesa Speaks, Mesa Listens: Community Conversations on Discrimination series:

- Community conversation facilitator training and selection of facilitators.

Ms. Giese advised that Ms. Kurtz will still be assisting with the facilitation of the dialogue events. There will be a need for additional facilitators when breaking up into the smaller groups. Contact has been made with Phoenix School of Law to work with their first and second year law students who have received courses and certification in mediation to act as the group facilitators. When the appropriate time comes, Ms. Kurtz will go to the school to provide an additional training meeting specific to this series. Mr. Moon commented that it would also be beneficial if the facilitators could represent the demographics of the community.

- Criterion (e.g. fairness, handling difficult situations, training on different types of discrimination, etc.).

*Supporting data is available for public review in the Diversity & Neighborhood Outreach Office,
20 E. Main St., Suite 250, Mesa, Arizona 85201 (480) 644-5034*

Mr. Moon stated that many of the listed concerns will be covered by the involvement of trained Phoenix School of Law students and from Ms. Kurtz in her facilitator training meeting.

- Dialogue data collection instrument (e.g. note taking skills, note taking strategies, facilitator interpretation of what is being said by dialogue participants).

Mr. Moon commented that his concern is for the information to be captured similarly among the groups and without bias (due to perception or interpretation). Mr. Johnson asked if there would be any recording devices. Ms. Heap answered that recording devices tend to be problematic when disclosing personal information. Ms. Giese stated that there will likely be a note taker for each group who can record a list of standard information, as well as the individual statements, on a laptop for documentation purposes.

- Confidentiality of dialogue responses (e.g. pledge, norms/rules, guidelines for sharing of information).

Mr. Moon questioned if there should be a pledge or privacy statement participants sign in order to keep personal information said in the groups confidential. Or, perhaps a statement could be made by the facilitators prior to the group acknowledging such. Ms. Heap commented that we would not document any personal identities but rather the classification and details of the incidents themselves. Ms. Heap argued that it might prevent participation if individuals are required to sign a disclosure. Ms. Giese stated that they may not even want participants to state their names in order to keep the anonymity. In response, Ms. Heap maintained that typically you want to identify yourself in small group settings in order to build trust. IRA members agreed to consult with Ms. Kurtz on this concern.

- Goal(s) of Dialogues (short, medium, long-term).

Mr. Moon stated that the ultimate goal is to create an anti-discrimination ordinance. However, Mr. Moon questioned if there are other shorter term goals such as bringing the community together. Ms. Heap answered by stating if they had enough staff and financial support she would like to see a place where residents could come together to discuss all of the previously identified "isms" to break down barriers. A way of doing such would be bringing the "Healing Racism" program from Phoenix College to Mesa Community College or other Mesa locations, but Ms. Heap recognized that current resources are limited to do such. Mr. Moon commented that the goals did not have to be identified during this meeting, but asked each member to bring one or two accomplishable short term goals to discuss at the next meeting.

- Evaluating the success/lack of success of the dialogues (participant evaluation of dialogues).

Mr. Moon questioned the group how will they want to determine the success of the dialogue series. Ms. Heap stated they will be successful when they learned something and when they bring residents of Mesa together to talk about these issues. Ms. Heap also commented that doing this work is the true success because the board has never done anything like this before, but perhaps they want to gauge how the participants feel. Mr. Moon suggested a follow up evaluation after the completion of the events. Ms. Heap also suggested an evaluation for the board members on how the project came together. Mr. Moon advised that he will do the research on follow up evaluations to present at the next meeting.

- Timeline of events.

Ms. Heap questioned how many dialogues they will be holding. Ms. Giese and Mr. Moon responded that the amount and topics would be determined by the survey results. Ms. Heap questioned when they could begin planning the logistics of the dialogue event. For example, if the survey is conducted in the beginning

of January, and the results are returned later that month, then the first dialogue event could be held in late February. Ms. Kurtz could also begin training the facilitators while the survey is taking place. Ms. Giese commented that preliminary work could be arraigned in advanced but that they should make time to thoroughly review the survey before rushing into the dialogue series. Mr. Moon agreed. IRA members also agreed to consult Mrs. Kurtz on how much time she would need to prepare, hold the facilitator training, etc.

Ms. Heap concluded the discussion by stating that she knows of a speaker that could speak at one of the dialogues on the benefits of diversity within cities by making them more desirable and attractive to economically beneficial businesses and community resources. Mr. Moon asked for Ms. Heap to obtain a synopsis of the proposed speech for IRA to review in order to possibly use this speaker to close the series of events.

6. Hear, discuss and take action on diversity speaker's bureau as a community resource.

Mr. Moon advised that he currently has five individuals that would like to be listed as part of the speaker's bureau. He is also working on creating verbiage that would indicate that the ideas and ideal of the speakers may not represent those of the board. Mr. Moon will provide the drafted work at the next meeting and stated they will have to discuss promotion plans. Ms. Heap stated that once the information is readily available on the website, then board members can distribute to their contacts and they could issue a press release. Ms. Giese commented that the list of speakers could be housed under the board's webpage, but there are areas of concern such as listing for-profit speakers and organizations. Ms. Giese advised that she would consult the appropriate staff once the list is compiled.

7. Discuss and consider identifying organizations as partners of IRA.

Ms. Heap questioned if information for non-profit organizations like NAACP, Equality Arizona, Anti-Defamation League, and MACH could be listed as resources along with the speaker's bureau. Ms. Giese informed that some of that information is already available throughout the city website as resources, therefore repeating information could appear promotional. IRA could also consider a having a statement on the Diversity Office webpage stating that a list of contacts could be provided upon request.

8. Discuss future agenda items, meeting dates, announcements, other housekeeping.

- Next meeting will be held on Thursday, November 21st, 2013 at 5:30pm.

IRA members agreed to change the regular meeting time from 5:30pm to 5pm.

9. Adjournment.

Meeting adjourned at 6:15pm.

Submitted By:



Ruth Giese,
Diversity Program Administrator